



Presented by:



2003 Gaming Corporate Annual Report©



Dear Gaming Executive:

Welcome to the HCE Hospitality Compensation Exchange®, the gaming industry's most comprehensive guide to compensation and benefits. We have created the HCE to provide casino owners and operators with current and credible information concerning salary and incentive trends. Data from the 2003 Gaming Corporate Annual Report© has been obtained through written survey and is self-reported. The survey includes 52 gaming companies. We hope that you will find the HCE an exciting tool for managing your business, allowing you to attract and retain management talent through equitable compensation practices.

With kind regards, I am,

A handwritten signature in black ink that reads "Stephen".

Stephen Goebel
Managing Director – Las Vegas
HVS Executive Search

A handwritten signature in black ink that reads "Keith Kefgen".

Keith Kefgen
President
HVS Executive Search





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Hospitality Compensation Exchange

The HCE Hospitality Compensation Exchange® is the largest industry forum for the exchange of compensation and benefit information. Annual HCE Surveys are conducted for the lodging, gaming, and restaurant industries, and encompass corporate and property-level positions. Furthermore, clients have access to more focused reports through HCE Select and HCE Custom.

HCE Annual Report

HCE Annual Reports contain an executive summary of the national HCE survey data. The data is categorized by suitable industry criteria. Lodging, Gaming and Restaurant Annual Reports are available for both corporate and property level positions. An HCE Annual Report is \$350.

HCE Select

HCE Select generates criteria-specific reports based on data from the national survey. Users can determine their own query parameters for an HCE Select Report. The HCE Select program allows for numerous parameters to be considered simultaneously. A typical HCE Select is \$500-\$1,000.

HCE Custom

HCE Custom creates client-defined reports from newly gathered data. HCE Custom gives clients access to information not collected in the national HCE surveys. Custom surveys are designed to consider an unlimited number of parameters, positions and questions. It is specifically targeted to competitive properties. This ground-up approach results in a fully customized report. A typical HCE Custom is \$2,500-\$10,000.

Participating in the HCE

There is no charge to become a participant in the HCE Hospitality Compensation Exchange®. HCE participants are eligible to receive discounts on HCE services. As confidentiality is the cornerstone of our business, protecting the reputation and data integrity of the participants is of critical importance. To that end, we only provide results in aggregate format.

For More Information

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Nationwide

The 2003 HCE nationwide results include representation from 52 gaming companies, both publicly and privately held. The 2003 Gaming Corporate Annual Report© is the fifth national examination of gaming corporate level compensation. Twelve of the most common executive positions are represented in our survey report, having added the CIO to the list of positions we surveyed. The positions were chosen based on feedback from industry executives. Period comparisons are discussed when significant movement has occurred.

As can be expected, the compensation ranges varied greatly as a testament to the diversity of the gaming industry. The survey includes big name companies such as MGM/Mirage, Harrah's Entertainment and Caesars Entertainment as well as numerous mid and small-cap companies. For example, one industry CEO received no base pay while another was paid \$1,557,692.

Chief Executive Officer received the highest median base salary, followed by General Counsel and Chief Operating Officers. The VP Development and VP Human Resources earned the lowest median base salaries in this year's survey. The nationwide results confirm that compensation in the gaming industry is connected to the hierarchy of a traditional organizational chart.

Top Three Base Salaried Positions	
	Base Salary
Chief Executive Officer	\$426,995.00
General Counsel	\$316,800.00
Chief Operating Officer/Pres.	\$315,624.50

The Chief Executive Officer and General Counsel were also among the top four bonus earners in this year's survey, while the Sr. VP Operations earned the highest bonus percentage. These results support the idea that these positions have a high degree of accountability for the success of their companies. The lowest bonus percentage was given to VP Human Resources. The position may have less influence on the outcome of the bottom line.

Cash compensation for corporate level executives in the gaming industry has remained relatively flat since our 2001 report, with the exception of Finance, and the General Counsel positions. This was in contrast to our previous survey, where Operations and Marketing positions saw the largest increases. We believe that the post 9/11/01 economic upheaval and corporate scandal(s) of recent years has focused gaming companies on issues of financial reporting and regulations.



Most bonus plans in the gaming industry were based on financial measurements and paid as a percentage of base salary. The largest bonus increases were experienced by General Counsel and the Senior VP Operations. Several positions including VP Development, Chief Financial Officer and Executive Vice President experienced decreases in bonus compensation. On a whole, incentive compensation increased as a portion of total compensation. While this put more compensation “at risk” for gaming executives, it also allowed them to earn more if they produced.

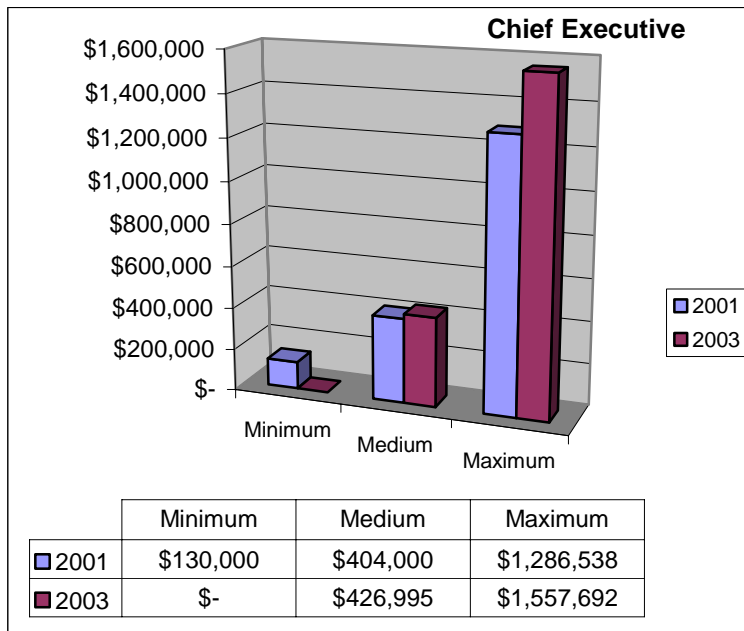
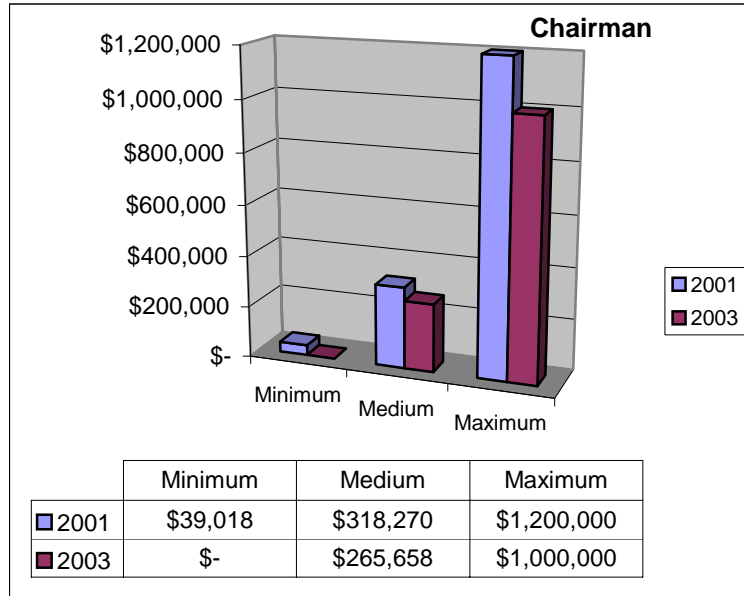
	<i>2001 Bonus %</i>	<i>2003 Bonus %</i>
Chairman	35.25%	0.00%
Chief Executive Officer	39.37%	40.29%
Chief Financial Officer	34.03%	29.41%
Chief Information Officer	-	32.63%
Chief Operating Officer/Pres.	34.73%	41.16%
Corporate Controller	19.13%	23.38%
Executive Vice President	42.29%	35.10%
General Counsel	28.21%	51.89%
Sr. VP Operations	41.68%	67.67%
VP Development	42.86%	36.71%
VP Human Resources	11.88%	17.86%
VP Marketing	23.72%	23.99%



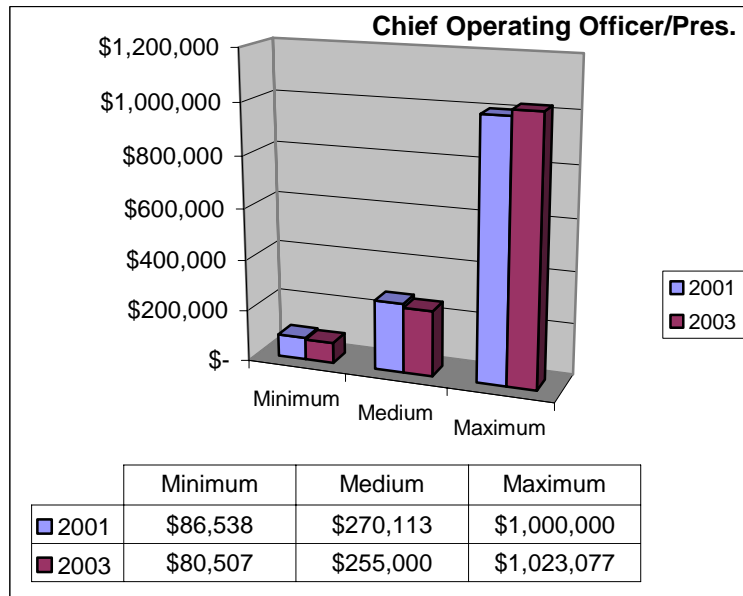
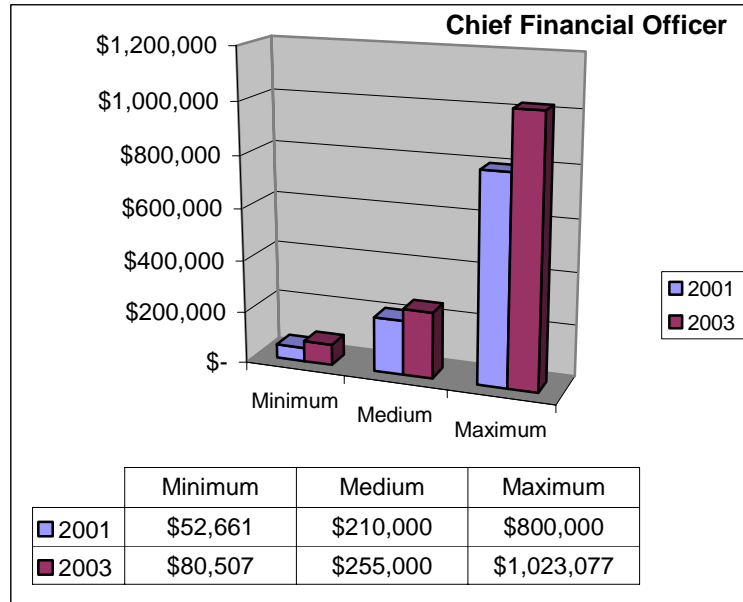
Nationwide Salaries and Bonuses

Nation Wide Salaries and Bonus					
Base Salary	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
Chairman	\$0.00	\$157,692.25	\$265,657.50	\$467,828.75	\$1,000,000.00
Chief Executive Officer	\$0.00	\$285,000.00	\$426,995.00	\$600,000.00	\$1,557,692.00
Chief Financial Officer	\$80,507.00	\$180,000.00	\$255,000.00	\$350,000.00	\$1,023,077.00
Chief Information Officer	\$150,000.00	\$189,000.00	\$247,500.00	\$318,750.00	\$392,539.00
Chief Operating Officer/Pres.	\$90,706.95	\$213,750.00	\$315,624.50	\$550,000.00	\$1,278,846.00
Corporate Controller*	\$86,500.00	\$157,500.00	\$192,904.00	\$212,225.00	\$240,000.00
Executive Vice President*	\$120,000.00	\$180,459.09	\$250,000.00	\$367,200.00	\$748,000.00
General Counsel*	\$120,000.00	\$236,250.00	\$316,800.00	\$366,910.25	\$638,500.00
Sr. VP Operations	\$112,567.00	\$208,200.00	\$246,000.00	\$312,500.00	\$995,833.00
VP Development	\$130,000.00	\$145,000.00	\$180,250.00	\$220,000.00	\$350,000.00
VP Human Resources	\$95,000.00	\$115,000.00	\$168,342.00	\$196,250.00	\$359,600.00
VP Marketing	\$89,569.00	\$171,250.00	\$215,384.00	\$226,250.00	\$360,000.00
Bonus	Minimum	25thPercentile	50th Percentile	75th Percentile	Maximum
Chairman	\$0.00	\$0.00	\$0.00	\$28,125.00	\$3,845,700.00
Chief Executive Officer	\$0.00	\$6,051.50	\$172,044.00	\$665,307.75	\$3,261,516.00
Chief Financial Officer	\$0.00	\$19,155.00	\$75,000.00	\$250,900.00	\$1,400,000.00
Chief Information Officer	\$0.00	\$30,625.00	\$80,750.00	\$188,175.00	\$656,010.00
Chief Operating Officer/Pres.	\$0.00	\$0.00	\$129,914.00	\$403,240.00	\$2,000,000.00
Corporate Controller*	\$0.00	\$25,625.00	\$45,095.50	\$112,506.25	\$192,500.00
Executive Vice President*	\$0.00	\$5,730.00	\$87,749.00	\$163,950.00	\$523,600.00
General Counsel*	\$0.00	\$77,265.00	\$164,375.00	\$299,437.50	\$825,000.00
Sr. VP Operations	\$0.00	\$66,648.50	\$166,475.00	\$250,875.00	\$419,800.00
VP Development	\$0.00	\$5,500.00	\$66,164.00	\$149,891.00	\$250,000.00
VP Human Resources	\$0.00	\$1,904.00	\$30,058.00	\$82,150.00	\$350,000.00
VP Marketing	\$16,321.00	\$33,045.50	\$51,662.00	\$106,078.25	\$337,188.00
* Limited Data					

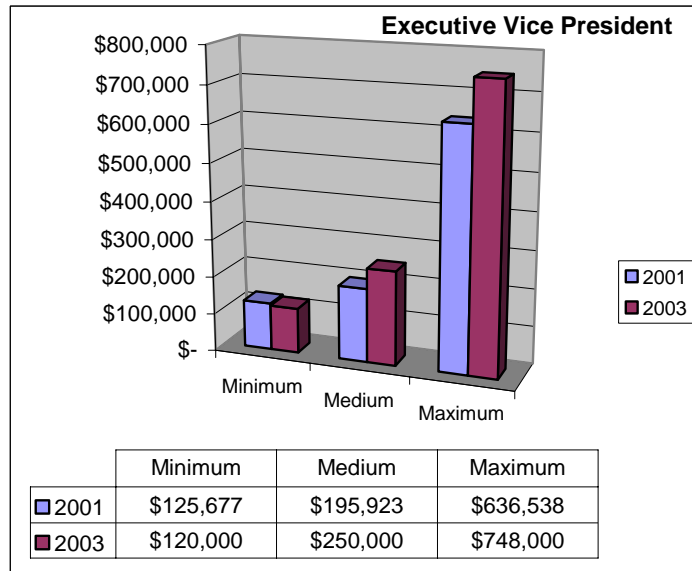
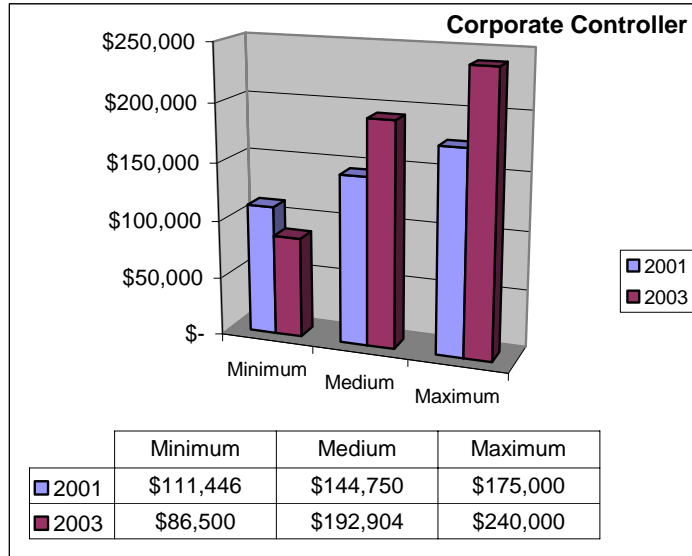
Nationwide Base Salary Comparisons



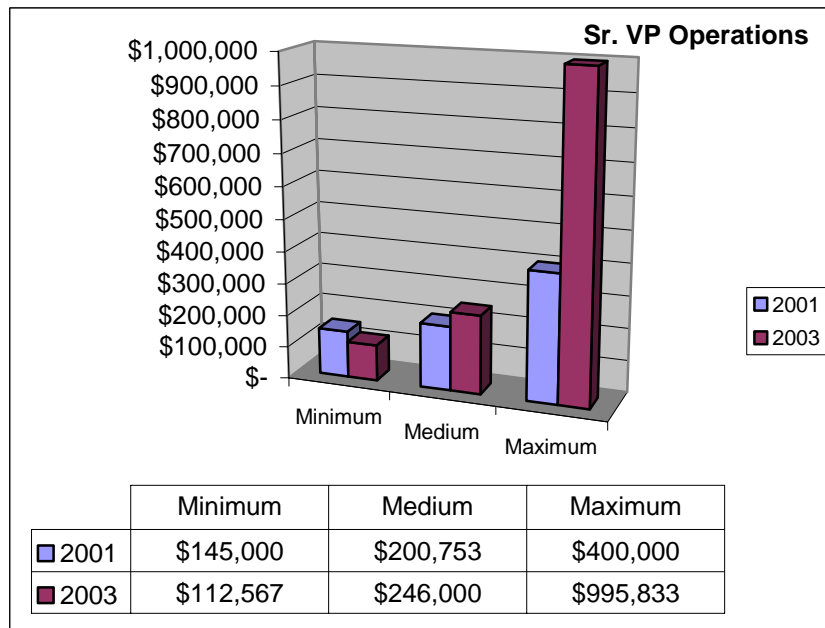
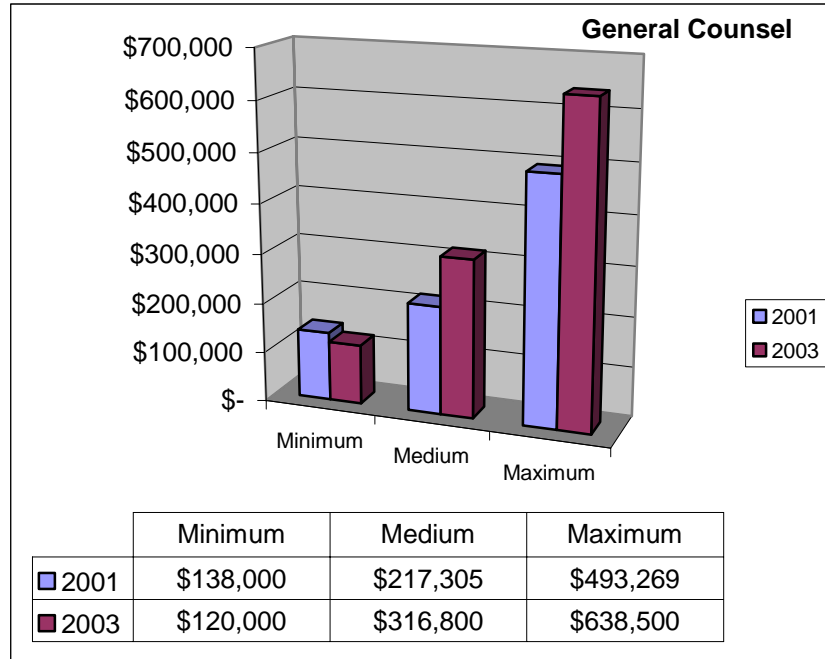
Nationwide Base Salary Comparisons



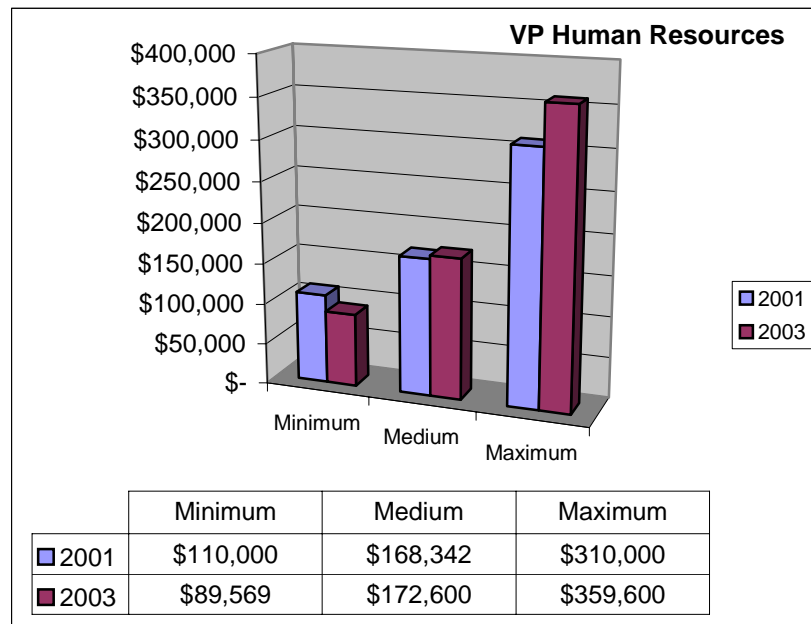
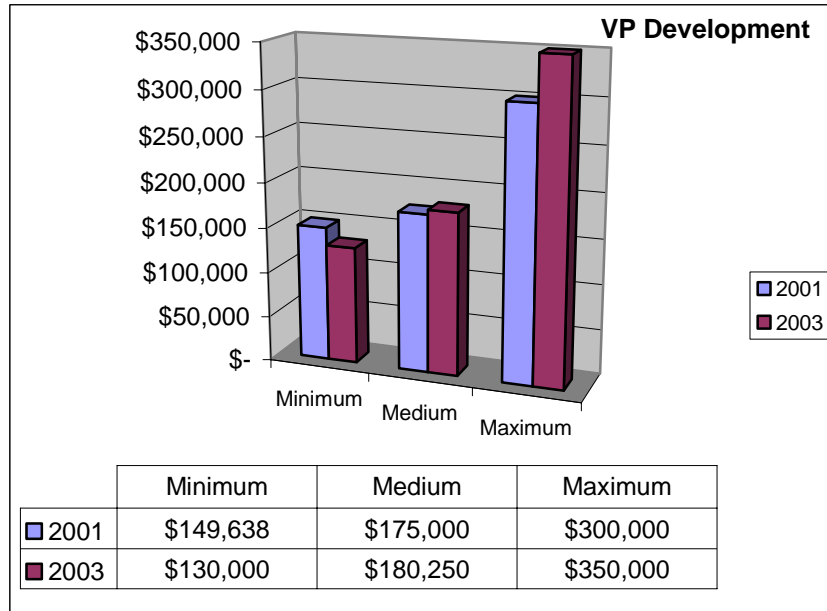
Nationwide Base Salary Comparisons



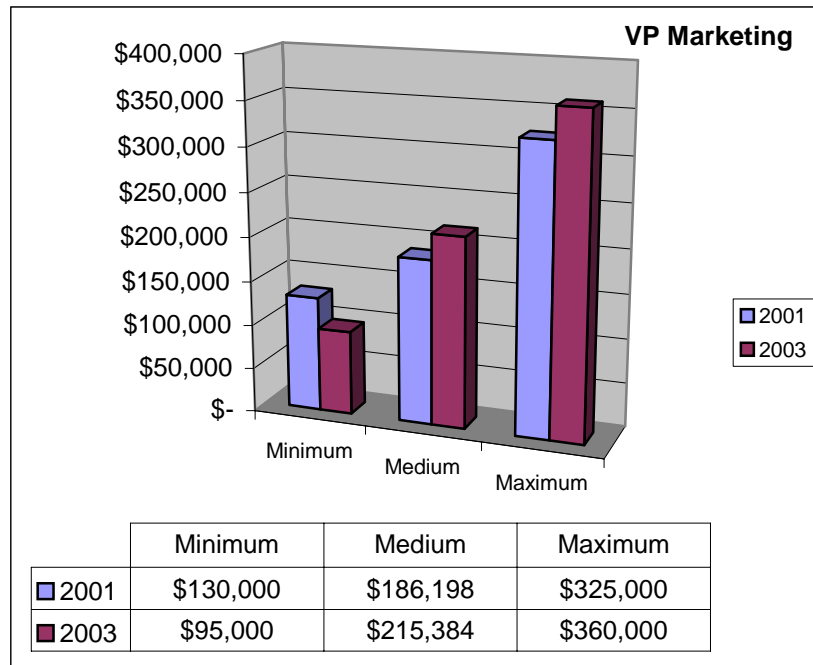
Nationwide Base Salary Comparisons



Nationwide Base Salary Comparisons



Nationwide Base Salary Comparisons





Salary and Bonus Results by Gross Revenues

Executive compensation is greatly affected by the size of a company. To illustrate this trend, we grouped the companies into one of three categories: gross revenues less than \$100 million, gross revenues between \$100 and \$500 million, and gross revenues over \$500 million.

This year's survey followed the same pattern as our 2001 survey; as a company's gross revenues increase, so did compensation levels. This is due largely to the fact that as companies get larger and more complex, executives are compensated accordingly. For example, a Chief Executive Officer at a company with gross revenues of less than \$100 million (small-cap) received a median salary of \$341,250 compared to \$896,385 at a large-cap company. All twelve positions followed the same pattern with executives being paid more as the gross revenues increased. The positions lower on the hierarchical chart received less variance over the three different gross revenue cuts.

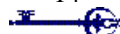
Bonus levels were modest for all positions in small-cap companies, one CEO's \$300,000 bonus being the largest single payment. CEO's had the widest disparity in median bonuses, with small-cap CEO's getting \$49,833 and large-cap receiving \$814,357. Chief Operating Officer and Chief Financial Officer followed with next most significant variances in bonus levels.





Salary and Bonus Results by Gross Revenues: Less than \$100M

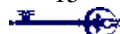
Less than \$100M					
Base Salary	Minimum	25thPercentile	50th Percentile	75th Percentile	Maximum
Chairman	-	-	-	-	-
Chief Executive Officer	\$0.00	\$189,000.00	\$341,250.00	\$388,332.00	\$500,000.00
Chief Financial Officer	\$80,507.00	\$142,374.75	\$178,923.00	\$245,192.00	\$396,158.00
Chief Information Officer	-	-	-	-	-
Chief Operating Officer/Pres.	\$90,706.95	\$182,000.00	\$190,358.16	\$231,250.00	\$308,942.00
Corporate Controller	-	-	-	-	-
Executive Vice President	\$178,231.20	\$179,902.12	\$245,609.05	\$324,869.25	\$367,200.00
General Counsel	-	-	-	-	-
Sr. VP Operations	-	-	-	-	-
VP Development	\$125,000.00	\$130,000.00	\$132,000.00	\$140,000.00	\$225,000.00
VP Human Resources	-	-	-	-	-
VP Marketing	\$89,569.00	\$123,206.95	\$160,000.00	\$209,038.00	\$215,384.00
Bonus	Minimum	25thPercentile	50th Percentile	75th Percentile	Maximum
Chairman	-	-	-	-	-
Chief Executive Officer	\$0.00	\$22,865.00	\$49,833.00	\$172,044.00	\$300,000.00
Chief Financial Officer	\$0.00	\$13,978.38	\$31,247.40	\$62,283.75	\$125,000.00
Chief Information Officer	-	-	-	-	-
Chief Operating Officer/Pres.	\$0.00	\$0.00	\$29,444.00	\$67,483.25	\$243,002.00
Corporate Controller	-	-	-	-	-
Executive Vice President	\$0.00	\$0.00	\$7,466.50	\$37,045.00	\$84,699.00
General Counsel	-	-	-	-	-
Sr. VP Operations	-	-	-	-	-
VP Development	\$0.00	\$17,821.00	\$29,891.00	\$62,143.00	\$65,027.00
VP Human Resources	-	-	-	-	-
VP Marketing	\$0.00	\$6,355.69	\$33,733.00	\$50,000.00	\$95,821.00





Salaries and Bonus Results by Gross Revenues: \$100M to \$500M

\$100-\$500 M					
Base Salary	Minimum	25thPercentile	50th Percentile	75th Percentile	Maximum
Chairman	-	-	-	-	-
Chief Executive Officer	\$200,000.00	\$295,000.00	\$427,000.00	\$512,500.00	\$804,023.00
Chief Financial Officer	\$115,673.00	\$174,776.50	\$234,000.00	\$274,875.00	\$350,000.00
Chief Information Officer	-	-	-	-	-
Chief Operating Officer/Pres.	\$150,000.00	\$190,802.25	\$262,529.00	\$341,121.25	\$522,307.00
Corporate Controller	-	-	-	-	-
Executive Vice President	-	-	-	-	-
General Counsel	-	-	-	-	-
Sr. VP Operations	\$120,000.00	\$180,650.00	\$223,800.00	\$250,000.00	\$292,115.00
VP Development	\$140,000.00	\$145,000.00	\$149,806.00	\$174,327.00	\$225,500.00
VP Human Resources	\$100,000.00	\$103,750.00	\$122,500.00	\$147,085.50	\$168,342.00
VP Marketing	\$138,000.00	\$143,538.75	\$160,192.50	\$185,416.50	\$216,666.00
Bonus	Minimum	25thPercentile	50th Percentile	75th Percentile	Maximum
Chairman	-	-	-	-	-
Chief Executive Officer	\$0.00	\$133,968.25	\$175,000.00	\$322,812.50	\$522,000.00
Chief Financial Officer	\$0.00	\$28,160.00	\$68,750.00	\$130,406.75	\$350,000.00
Chief Information Officer	-	-	-	-	-
Chief Operating Officer/Pres.	\$0.00	\$45,642.00	\$135,624.50	\$179,307.00	\$250,900.00
Corporate Controller	-	-	-	-	-
Executive Vice President	\$0.00	\$22,000.00	\$58,134.00	\$123,950.00	\$198,000.00
General Counsel	-	-	-	-	-
Sr. VP Operations	\$0.00	\$0.00	\$41,765.00	\$92,962.50	\$152,950.00
VP Development	\$0.00	\$14,666.00	\$46,321.00	\$66,550.00	\$164,432.00
VP Human Resources	\$0.00	\$0.00	\$6,888.00	\$13,750.00	\$15,000.00
VP Marketing	\$0.00	\$12,240.75	\$18,160.50	\$49,212.50	\$136,850.00





Salary and Bonus Results by Gross Revenues: Greater than \$500M

Greater than \$500 M					
Base Salary	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
Chairman	-	-	-	-	-
Chief Executive Officer	\$214,000.00	\$525,000.00	\$896,385.00	\$1,050,000.00	\$1,557,692.00
Chief Financial Officer	\$255,000.00	\$303,750.00	\$369,758.50	\$522,521.50	\$1,023,077.00
Chief Information Officer	\$156,000.00	\$222,500.00	\$250,000.00	\$337,500.00	\$392,539.00
Chief Operating Officer/Pres.	\$328,846.00	\$400,000.00	\$562,500.00	\$737,500.00	\$1,278,846.00
Corporate Controller	\$160,000.00	\$185,808.00	\$200,000.00	\$204,000.00	\$236,900.00
Executive Vice President	-	-	-	-	-
General Counsel	\$120,000.00	\$289,125.00	\$319,300.00	\$379,851.00	\$638,500.00
Sr. VP Operations	\$240,000.00	\$250,250.00	\$320,000.00	\$418,750.00	\$995,833.00
VP Development	\$180,250.00	\$215,000.00	\$220,000.00	\$306,000.00	\$350,000.00
VP Human Resources	\$125,000.00	\$164,818.00	\$192,500.00	\$205,000.00	\$359,600.00
VP Marketing	\$150,000.00	\$192,500.00	\$230,000.00	\$243,500.50	\$360,000.00
Bonus	Minimum	25th Percentile	50th Percentile	75th Percentile	Maximum
Chairman	-	-	-	-	-
Chief Executive Officer	\$0.00	\$556,250.00	\$814,357.00	\$1,712,950.00	\$3,261,516.00
Chief Financial Officer	\$25,000.00	\$187,250.00	\$296,468.00	\$473,348.75	\$1,400,000.00
Chief Information Officer	\$31,246.00	\$118,750.00	\$136,500.00	\$312,500.00	\$656,010.00
Chief Operating Officer/Pres.	\$0.00	\$316,500.00	\$472,500.00	\$883,125.00	\$2,000,000.00
Corporate Controller	\$80,000.00	\$90,191.00	\$100,000.00	\$107,675.00	\$127,000.00
Executive Vice President	-	-	-	-	-
General Counsel	\$60,000.00	\$109,375.00	\$243,919.00	\$367,762.50	\$825,000.00
Sr. VP Operations	\$47,548.00	\$196,875.00	\$249,750.00	\$363,000.00	\$419,800.00
VP Development	\$0.00	\$36,164.00	\$66,521.00	\$123,700.00	\$250,000.00
VP Human Resources	\$30,058.00	\$44,217.00	\$59,300.00	\$159,092.50	\$350,000.00
VP Marketing	\$22,500.00	\$45,359.00	\$80,000.00	\$190,750.00	\$337,188.00



Stock Options

Stock option grants were both up and down in this year's survey. The average stock grants for Chief Operating Officers, Vice Presidents of Marketing and Executive Vice Presidents was up by 43% in the case of the COO, 74% for Marketing executives and by nearly three times for EVP's. Corporate Controllers and VP Human Resources also saw an increase in stock grants. On the other hand, CEO's, Chairman, General Counsel, and CFO's, historically the more frequent recipients of "mega-grants" all had a substantial decrease in the number of options granted.

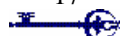
Number of Stock Options Granted in 2002

Position	Minimum	Average	Maximum
Chairman	0	0	0
Chief Executive Officer	0	124,354	950,000
Chief Financial Officer	0	29,570	400,000
Chief Information Officer	0	18,883	120,000
Chief Operating Officer/Pres.	0	89,386	720,000
Corporate Controller	0	9,369	25,000
Executive Vice President	0	28,253	148,500
General Counsel	0	27,210	250,000
Sr. VP Operations	0	38,075	125,000
VP Development	0	9,389	30,000
VP Human Resources	0	3,219	10,000
VP Marketing	0	52,620	250,000

We calculated the theoretical present value of these options using the Black-Scholes model. Because there were some sizable grants made this year to the positions noted above, significant earnings are possible for those gaming executives.

Value of Stock Options Granted in 2002 Using Black-Scholes Pricing Model

Position	Minimum	Average	Maximum
Chairman	\$0.00	\$0.00	\$0.00
Chief Executive Officer	\$0.00	\$1,207,425.68	\$23,002,178.00
Chief Financial Officer	\$0.00	\$217,816.78	\$1,596,751.00
Chief Information Officer	\$0.00	\$230,207.75	\$1,375,011.00
Chief Operating Officer/Pres.	\$0.00	\$891,316.63	\$7,783,659.00
Corporate Controller	\$0.00	\$124,059.38	\$441,685.00
Executive Vice President	\$0.00	\$408,568.00	\$3,036,287.00
General Counsel	\$0.00	\$230,865.56	\$1,552,271.00
Sr. VP Operations	\$0.00	\$494,306.00	\$2,418,332.00
VP Development	\$0.00	\$105,208.89	\$177,000.00
VP Human Resources	\$0.00	\$46,185.91	\$138,662.00
VP Marketing	\$0.00	\$253,705.83	\$814,172.00





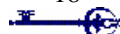
Appendix A- Survey Participants

Alliance Gaming Corp.
American Coin Merchandising, Inc.
American Vantage Co. (ACES)
Ameristar Casinos, Inc.
Argosy Gaming Co.
Azstar Corp.
Boyd Gaming Corp.
Caesar's Entertainment, Inc.
Canterbury Park Holding Corp.
Carnival Corp.
Century Casinos, Inc.
Churchill Downs Inc.
Daktronics, Inc.
Dover Downs Entertainment Inc.
Florida Gaming Corp.
Full House Resorts, Inc.
Game Tech International, Inc.
Global Payment Technologies, Inc.
GTECH Holdings Corp.
Harrah's Entertainment, Inc.
Horseshoe Gaming Holding Corp.
Interlott Technologies, Inc.
International Game Technology
Isle Of Capri Casinos
J Net Enterprises, Inc.
Jacobs Entertainment, Inc.
Kerzner International
Lakes Gaming
Littlefield Corp.
Magna Entertainment Corp.
Mandalay Resort Group

MDI Entertainment, Inc.
MGM Mirage
Mikohn Gaming Corp.
Monarch Casino & Resort, Inc.
MTR Gaming Group, Inc.
Multimedia Games, Inc.
Nevada Gold & Casinos, Inc.
PDS Gaming Corp.
Penn National Gaming, Inc.
Pinnacle Entertainment
Riviera Holdings Corp.
Sands Regent
Shuffle Master, Inc.
Sonesta International Hotels Corp.
Station Casinos, Inc.
Trump Hotels & Casino Resorts
Venture Catalyst Inc.
WMS Industries Inc.
Youbet.com, Inc.

**Above company data obtained
from public proxy**

Alliance
Ameristar
Argosy
Harrah's
Horseshoe
Isle of Capris
Jacobs
Kerzner
Multimedia
Shuffle Master





Appendix B-Job Descriptions

Chairman

Chairs Board of Directors meeting and reports to shareholders. Responsible for corporate governance, succession planning and other board functions.

Chief Executive Officer

Reports to Board of Directors and/or shareholders. Oversees entire company. Makes final decisions on financial and corporate matters. Responsible for development of corporate vision, as well as short and long term business plans.

Chief Financial Officer

Reports to Chief Executive Officer. Acts as chief strategist with CEO to define company financial performance goals. Supervises finance, treasury and accounting staff. Implements and manages a comprehensive financial reporting system for performance measures and budgeting purposes. Develops and maintains control of expenditures and profit maximization.

Chief Information Officer

Reports to CEO, or CFO. Responsible for creating the company's information technology strategies. Identifies and oversees implementation of hardware, and software technology for collecting, sharing, and managing critical company data. Oversees, and directs corporate, and property personnel in use, and maintenance of IS/IT systems.

Chief Operating Officer / President

Reports to Chief Executive Officer. Responsible for all operating aspects of the company. Assesses operational performance of properties and advise Board Members and/or CEO of trends. Ensures that hotel operations correspond to federal, state, and local laws or regulations.

Corporate Controller

Reports to Chief Financial Officer. Responsible for accounting, financial reporting, budgeting, internal audit, expense control, and systems support for entire company. Leads property level and/or regional controllers in developing and following accounting procedures.

Executive Vice President

Reports to Chief Operating Officer and Chief Executive Officer. Typically has specific departmental responsibility.

General Council

Report to Chief Executive Officer. Provides legal counsel to senior executives in all business matters including mergers and acquisitions, franchising, development, and so forth. Writes and edits contracts and researches legal precedents for business purposes.

Senior Vice President of Operations

Reports to Chief Operating Officer and Chief Executive Officer. Develops operating strategies for increasing financial performance of properties. Focuses operating team of company according to corporate culture and business goals.

Vice President of Development

Senior development officer responsible for company business development. Directs management contract negotiations, joint ventures, equity partnerships, franchise sales, sale/leasebacks, mergers and acquisitions, when and where appropriate. Supervises development team and support staff.

Vice President of Human Resources

Reports to Chief Executive Officer and/or Chief Operating Officer. Provides counsel to senior executives in labor laws and human resource management. Implements company-wide procedures to manage human resources including, compensation & benefits, recruiting, terminating, organizational development, succession planning, employee relations, training and manpower planning.

Vice President of Marketing

Strategize overall sales and marketing directions for all properties. Provides market analysis for each property local to ensure that target markets are being pursued. Develops advertising, PR and promotions strategy for the company.





Appendix C-Corporate Survey

SECTION ONE: COMPANY INFORMATION

PLEASE GIVE COMPLETE ADDRESS INFORMATION FOR YOUR COMPANY.
ALL ADDRESS INFORMATION MUST BE COMPLETED.

Company Name

Company Street Address

City

State

Zip

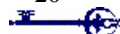
Phone

Fax

Your Name

Your Title

***FILL OUT THE SURVEY AS COMPLETELY AND ACCURATELY AS POSSIBLE.
ALL INFORMATION IS STRICTLY CONFIDENTIAL. ONLY TABULATED
RESULTS WILL BE RELEASED.***





SECTION ONE: COMPANY INFORMATION (CONTINUED)

PLEASE RESPOND BY FILING IN OR CIRCLING THE APPROPRIATE RESPONSES FOR YOUR COMPANY.

1) How many gaming concerns does your company operate?

Land-Based	_____
Riverboat	_____
Native American	_____
Lotteries	_____
Paramutuals	_____
Total	_____

2) What is the company's annual gross revenues (\$)? _____

3) What is the total number of electronic games? _____

4) What is the total number of table games? _____



SECTION TWO: SALARY INFORMATION

PLEASE GIVE COMPLETE INFORMATION FOR EACH POSITION. WRITE "NA" IF THE POSITION DOES NOT APPLY TO YOUR COMPANY. PROVIDE *AVERAGES FOR MULTIPLE INCUMBENTS.

Positions	Current Annualized Base Salary [\$]	Most Recent Annual Bonus [\$]?	Number Stock Options Granted in Last Fiscal Year [#]	Any Other Income [\$]*
Chairman				
Chief Executive Officer				
Chief Financial Officer				
Chief Information Officer				
Chief Operating Officer				
Corporate Controller				
Corporate Executive Chef				
Dir. Marketing				
Dir. Training				
General Counsel				
President				
Director Casino				
Sr. VP Casino Operations				
VP Operations				
Treasurer				
VP Administration				
VP Design &				
VP Development				
VP Engineering				
VP Finance				
VP Government				
VP Hotel Operations				
VP Human Resources				
VP Risk Management				
VP Marketing				
VP Sales				
VP Security &				
VP Strategic Planning				
VP Taxes				

* Value of "Any Other Income" includes 401K contributions, relocation compensation, etc., that has been paid to the executive during the last fiscal year.



SECTION THREE: BENEFITS INFORMATION

Medical And Dental Plan Information

1a) Do you offer a Medical plan to your corporate level employees? Yes () No ()

2a) What type of Medical Plan is offered to your corporate level employees?

Check all that apply

- (a) HMO ()
(b) PPO ()
(c) POS ()
(d) Other ()

3a) Do you offer Dental Insurance to your corporate level employees? Yes () No ()

4a) Is the Dental Insurance provided in conjunction with your Medical Plan? Yes () No ()

Retirement Plan Benefit Information

1b) Do you offer a 401k plan to your corporate level employees? Yes () No ()

If Yes:

2b) When is the corporate level employee eligible for the 401k Plan?

- (a) Immediately ()
(b) Less Than 6 Months ()
(c) 6 Months - 1 Year ()
(d) After 1 Year ()

3b) Is there a vesting schedule for the 401k Plan? Yes () No ()

If Yes:

4b) Describe the vesting schedule?

5b) What is the matching contribution for each dollar a corporate level employee invests? (\$)

6b) Up to what percentage of the corporate level employees contribution does your company match? (%)

Life Insurance Information

1c) Do you provide Life Insurance for your corporate level employee? Yes () No ()

If Yes:



2c) What is the maximum amount of coverage provided for the corporate level employee?
\$)_____

3c) Does the corporate level employee have the option to purchase Supplemental Life Insurance?
Yes () No ()

4c) Is Dependent Life Insurance offered as an option for your corporate level employee?
Yes () No ()

Disability Insurance Information

1d) Do you provide Short-Term Disability for your corporate level employee? Yes () No ()
If Yes:

2d) What is the corporate level employees contribution to the cost of Short-Term Disability
benefits per month? _____(%)

3d) Do you provide Long-Term Disability benefits for your corporate level employee?
If Yes: Yes () No ()

4d) What is the corporate level employees contribution to the cost of long-term benefits per
month? _____(%)

Other Benefit Information

1e) Do you provide child care assistance to your corporate level employees? Yes () No ()

2e) Do you provide elder care assistance to your corporate level employees? Yes () No ()

3e) Do you have a tuition benefit program for your corporate level employees? Yes () No ()

4e) Do you provide legal services for your corporate level employees? Yes () No ()